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GUIDANCE ON CHILD RIGHTS FOR DOWNSTREAM SUPPLY CHAIN ACTORS

4 DECEMBER 2020

FOREWORD

In the palm oil sector, sustainable certification standards have played a key role in enhancing various initiatives to support and protect children, but more efforts are needed to ensure they are not being deprived of their rights. Research has shown that children in global supply chains can be affected in many ways, including child labour and other forms of exploitation; limited access to quality and affordable education; nutritious food; healthcare; and the absence of healthy living environments, including adequate water, sanitation, and hygiene.

With the COVID-19 outbreak and its far-reaching impacts, there is concern that these issues could increase. Therefore, it is crucial to ensure that children's rights are well-integrated into its practices and systems that not only address long-standing concerns in the palm oil sector, but also those that may arise as a consequence of the pandemic.

In order to strengthen child rights protection and improve compliance with RSPO certification standards, RSPO, with support from the United Nations Children's Fund (UNICEF), has commissioned the development of four guidance documents for the following key palm oil stakeholders - palm oil producers, auditors and certification bodies, smallholders and group managers, and downstream supply chain actors.¹

These guidance documents are aimed at addressing long-standing risks, such as child labour and forced labour, and additional pressures on pre-existing challenges during the pandemic, such as limited maternity protection, low breastfeeding rates, lack of childcare provisions, and poor maternal health and nutrition, especially in the plantation setting, which might further undermine the health and development of children.

With these guidance documents, RSPO aims to enhance knowledge and capacity building amongst members and stakeholders, and to foster engagement and collaboration with workers and surrounding communities to mitigate the potential negative impacts on children in palm oil. Together with UNICEF, our hope is that children will grow up in a positive environment that allows them to reach their full potential.

ACKNOWLEDGEMENTS

RSPO would like to thank all the individuals, companies and organisations who have participated in the consultations that have been part of the development process of the four guidance documents on child rights. Our thanks especially goes to Accreditation Services International (ASI), Agropalma, PT Austindo Nusantara Jaya, Benso Oil Palm Plantation (BOPP), Bumitama Agri Ltd., Bunge Loders Croklaan, Cargill Malaysia, COLANDEF, Grupo Palmas, Mars, Inc., Natural Habitats, Palmas Aceiteras de Honduras (HONDUPALMA), Partners of the Americas, Pepsico, Inc., Pusat Kajian dan Perlindungan Anak (PKPA), Rich Products Corp., PT Socfin Indonesia (Socfindo), Solidaridad Ghana, Yayasan Setara Jambi and Wild Asia, who allocated time to speak with our guidance development team and contributed valuable and constructive suggestions to the guidance. Particular thanks go to the guidance development team at the Center for Child Rights and Corporate Social Responsibility (CCR CSR) and Proforest who have coordinated the drafting, public consultation, and finalisation of these guidance documents. Finally, we would like to gratefully acknowledge the United Nations Children's Fund (UNICEF) for cost-sharing this work and providing substantial inputs to the text.

¹ All guidance documents were developed by the Center for Child Rights and Corporate Social Responsibility (CCR CSR) and Proforest.

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1. INTRODUCTION: CHILD RIGHTS WITHIN THE CONTEXT OF PALM OIL PRODUCTION

1.1 What are the rights of the child?

All children are entitled to special safeguards and care, including appropriate legal protection, before and after birth. Children have the right to survive, to develop, to be heard and be involved, to have equal opportunities as well as to grow in a protective and supportive environment (United Nations Convention on the Rights of the Child (UNCRC))

The UNCRC defines a child as “every human being below the age of eighteen years unless under the law applicable to the child, majority is attained earlier”. Children and young people have the same general human rights as adults but also enjoy specific rights that recognise their special needs due to their physical and mental immaturity. The UNCRC outlines basic entitlements and freedoms that apply to all children without discrimination. According to the UN, all children have the right to survive and develop, to be protected from violence, abuse, and exploitation, to have their views respected and to have actions concerning them be taken in their best interests.

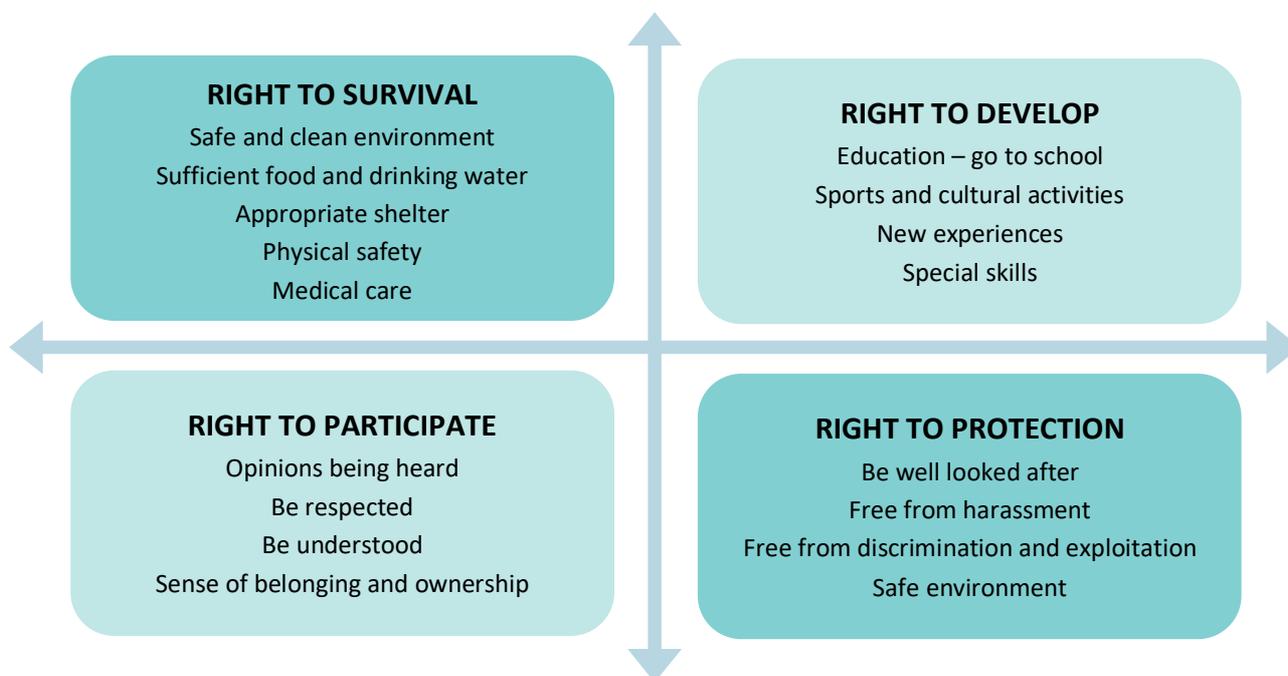


FIGURE 1: THE UNIVERSAL RIGHTS OF CHILDREN AS DESCRIBED IN THE UNCRC

1.2 How the palm oil sector impacts children

In the agricultural sector, including palm oil, many children remain insufficiently protected and are unable to enjoy their rights fully. Through extensive desktop research on reports by different government and non-governmental agencies, a research brief² was finalised at the end of 2019 that gathered information on the impact of palm oil operations on children’s rights and relevant root causes. The palm oil industry affects children in many ways, including their access to quality and affordable education, nutritious food and

² The [research brief](#) takes into account the top five palm oil producing countries: Indonesia, Malaysia, Thailand, Colombia and Nigeria when drawing the key indicators, looking at the legislative framework, and understanding the situation and condition of palm oil workers and their children (RSPO, 2020).

healthy living environment, migrant children’s access to education, healthcare, justice, and other key social services, among other things.

Despite effort being invested by different actors over the years, child rights risks in the palm oil landscape remain worrisome, especially given that most of the efforts taken appear sporadic and the success rates seem to differ according to different variables, such as the scale of operation, location, company culture, level of commitment, level of technical support provided (e.g. clear guidance on how a company can address the issues surrounding child rights risks in their business), etc.

A report titled “Palm Oil and Children in Indonesia”, which was published by UNICEF in 2016, identified seven impact areas in which the activities of the palm oil sector affect the rights of children, namely child protection, child labour, education, maternity protection and breastfeeding, childcare, health and nutrition, water, sanitation and hygiene (WASH).³ Although the study was conducted in Indonesia, we see that these seven impact areas can be applied to the industry globally.



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1.3 Who is this guidance for and how it should be used?

The child rights guidance documents were developed for four different stakeholder groups: palm oil producers, auditors and certification bodies, smallholders and group managers, and downstream supply chain actors. These guidance documents aim to provide information, examples and practical recommendations to the different stakeholders and practitioners to strengthen child rights in their own operations. They do not add additional criteria or present new compliance requirements or processes

³ The report was based on a qualitative research on the palm oil sector and children in Indonesia. The stakeholders consulted included plantation executives, managers, trade unions, healthcare workers, teachers, childcare providers, children and their families, civil society organisations, community members, international buyers, government ministries, national human rights institutions, inter-governmental bodies, and multi-stakeholder bodies. However, as the UNICEF impact study was based on the situation in Indonesia, it may not capture issues that could be more prevalent in other countries.

beyond the existing RSPO certification requirements. Instead, they emphasise the current elements within the requirements that when properly implemented, can address and strengthen child rights in palm oil production. The guidance serves to highlight these elements and make the linkages to child rights more visible to users of the RSPO certification standards.

In particular, the Guidance on Child Rights for Downstream Supply Chain Actors is developed to guide and support different downstream actors in the palm oil industry (e.g. traders, consumer goods manufacturers and retailers) to strengthen child rights protection within their supply chains. This Guidance draws from the UN Guiding Principles on Business and Human Rights and the 2018 RSPO Principles and Criteria for the Sustainable Production of Palm Oil (P&C) that relate to children's rights.

The intention is to provide tailored support and act as an entry point for interventions that seek to minimise the potential negative consequences and improve the livelihoods of children and the communities in which they live. We hope that the guidance documents can provide useful references and serve as a basis for training and capacity building by all the different stakeholders working in the palm oil sector to create a positive impact on children.

2. GUIDING PRINCIPLES

The following guiding principles are strongly recommended in applying these guidelines when working with and for children to ensure that the intended positive outcomes are achieved.

TABLE 1: GENERAL GUIDING PRINCIPLES OF THIS GUIDANCE

PRINCIPLE	DESCRIPTION
Prioritise the best interest of the child	In all actions impacting children, the best interest of children should be the guiding principle. This means that during any decision-making process, the child's protection, preservation of well-being and right to live and grow in an environment that is favourable to his/her mental and physical development, is prioritised.
Do no harm	Always adopt a "do-no-harm" approach that is rooted in the best interest of the child. That means, actions taken should consider the broader context and whether they may negatively impact children socially, financially, or environmentally. If there is any reason to believe that certain actions or programmes make children worse off than before, the action should not be taken.
Aim for sustainability	<p>The steps described in this guidance aim to create a long-lasting system to protect children and their families from risks and challenges in the palm oil setting, rather than a quick fix solution. As such, it is important that adequate resources are committed and allocated to sustainably implement the required systemic changes.</p> <p>An important element of sustainability is embedding the required steps and processes in a company's core business practices and management systems. As such, it is crucial to seek ways to systematically integrate all steps when implementing this guideline.</p>
Aim for stronger protection of rights	<p>It is important to always comply with national, provincial, and local laws and regulations related to labour rights and child rights protection.</p> <p>Where legal protection at the national/provincial/local level is absent or weak, it is strongly recommended to refer to international and/or industry best practice guidelines, standards or principles such as the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the ILO core conventions to identify appropriate measures for strengthening protection.</p>
Promote non-discrimination and equality	<p>No group should be discriminated against or excluded from certain benefits or services based on their status, gender, race, religion, nationality, ethnicity, or social origin. This means that no group of workers (contract workers, temporary workers, migrant workers, etc.) can be excluded from enjoying basic rights solely based on their status and be entitled for equal pay for equal work.</p> <p>Positive actions should be taken to correct and prevent all types of discrimination at the workplace and promote equality among all workers. Additional protective or supportive measures can be adopted in response to the needs of certain particularly vulnerable groups, such as young workers⁴, women workers, migrant workers, etc. Such differentiated policies and measures aiming at improving equality should not be considered as discriminatory.</p>
Respect the right to information and participation	For individuals to make sound decisions about what is best for their health, well-being, and their future, they must be given all available information about their options, and then be allowed to voice their opinion on any changes that will affect

⁴ RSPO uses young persons and young workers interchangeably throughout its documents. Based on the RSPO P&C Annexe 1 and in line with ILO C138, a young person/young worker is defined as someone whose age is above 15, or above the minimum age of employment, but under the age of 18. These workers are considered 'children' even where they may legally perform certain jobs.

	them directly. This is also true for children who should be given a voice whenever company activities directly impact them.
Obtain informed consent	<p>During any actions, children and their families are often required to give their consent to certain proposals. “Full and informed consent” should not be taken lightly. See some guidelines below:</p> <ul style="list-style-type: none"> • All assistance provided by anyone should proceed on the basis of the full and informed consent by the children and their parent/guardian. • Explain each and every relevant action, policy, and procedure in a way the children and their parent/guardian can understand and before the children and their parent/guardian are asked to consent to it or not. • Throughout certain stages of the process, it may be necessary for the children and their parent/guardian to provide such consent in writing. • If the service provider cannot communicate with the children and their parent/guardian in a language they can understand, every possible effort must be made to get the assistance of an interpreter for oral and written communication.
Respect confidentiality and right to privacy	Any data and information obtained from and related to the children and their families shall not be disclosed without their prior knowledge and informed consent. When handling information and communication related to children, always consider the children and their families’ right to confidentiality and privacy.
Base prioritisation and measures on the actual needs of the workforce	To decide where to start making improvements, first thoroughly assess the situation and the needs of workers. For example, migrant parent workers who live with their children have very different needs from those who have left their closest families behind, and workers who live on the plantation may need different support systems than those who commute from home on a daily basis.
Cover all stages of the supply chain	Aim for transparent and traceable supply chains all the way up to the plantation or farm level to ensure compliance on and protection of children’s rights at all stages of the supply chain, and not limited to direct suppliers.

3. THE ROLE OF DOWNSTREAM ACTORS TO PROTECT CHILDREN'S RIGHTS IN THE PALM OIL SUPPLY CHAIN

The well-being of children is everyone's business and, without exception, the downstream actors within the palm oil supply chain (e.g. consumer goods manufacturers, processors, traders, retailers) have a role to play in protecting children's rights at all stages of palm oil production. Particularly, when promoting, supporting, and implementing RSPO standards in their supply chains, downstream actors should act to protect children's rights and bring about positive impacts to children.

As such, downstream actors should take children's rights into account within their **policy commitment**, consider their impact on children in **all risk mappings, assessments and monitoring activities** and include children and parents **as a key stakeholder group**.

This chapter describes 8 key steps that downstream actors can take to create positive impacts on children (please refer to the box on the right).

Chapter 4 provides a list of process metrics to check if the company's policy, monitoring, assessment and reporting measures are taking child rights into account, as well as a detailed list of outcome metrics that may be applied to measure impact on children within a company's supply chain.

HIGHLIGHTS

8 KEY STEPS FOR DOWNSTREAM ACTORS IN PROTECTING CHILDREN'S RIGHTS IN THE PALM OIL SUPPLY CHAIN

1. Ensure all key company personnel are childrights conscious and understand how palm oil businesses can impact children and children's rights.
2. Have an effective supply chain management system, that allows company to cascade RSPO standards throughout the supply chain.
3. Link the company's expectations on human rights, labour and environmental standards to the business decisions.
4. Continuously consider the impact of the palm oil production on the most vulnerable workers and their families.
5. Say NO to child labour, including the worst forms of child labour, and take proactive measures to combat child labour in the palm oil sector, including the adoption of effective child labour prevention and remediation systems.
6. Have fair pricing and purchasing practices that allow workers to be paid a decent living wage and do not require children getting involved in palm oil production or other work.
7. Ensure that workers and families have a voice and that it contributes to business' decision-making process.
8. Go beyond the compliance mindset and aim to be more supportive towards children, young workers, parent workers and their families.

3.1 Ensure all key company personnel are child rights conscious and understand how palm oil businesses can impact children and children's rights.

For many businesses, children are a priority stakeholder group, and companies interact with children on a daily basis, as workers, consumers and community members. Therefore, it is crucial to ensure all key company personnel are aware of the main issues concerning children, such as the following (UNICEF, 2014):

- Childhood is a unique period of rapid development when physical, mental and emotional well-being can be permanently influenced for better or worse.
- Common occurrences impact children differently and more severely than adults. For example, if children are exposed to pollutants, they absorb a higher percentage of toxins and are less able to expel harmful substances from their bodies, or if they miss a year of school, they may never return to complete their education.
- Children employed or affected by business are often unseen and uncounted. These “invisible” children include those who are employed illicitly in the supply chain or as domestic workers, detained by security services, are not in school or are left at home when their parents migrate for work, and children who are discriminated against – such as ethnic minorities, girls and children with disabilities – are particularly likely to be overlooked.
- Children lack a public voice. Children are unable to vote or form trade unions, they do not own stocks in companies or attend annual shareholder meetings, and they are rarely given a say in how communities make decisions, even those related to such issues as schools and playgrounds.
- Children are rarely, if ever consulted. To make sure that business activities will not adversely affect children's rights, downstream actors should take measures to ensure that stakeholder consultation processes consider the rights of the child and, where relevant, or possible that children are directly consulted.
- That children's rights in the workplace extend beyond labour issues.



Photo: © UNICEF/Fauzi



Photo: © UNICEF/Fauzi

The palm oil sector affects children directly and indirectly. Young workers may experience direct adverse effects through hazardous working conditions and children of farm workers are often the first to feel the negative impact on health and education if the parents are not paid fair wages. The figure below summarises the seven impact areas of palm oil production on children (UNICEF, 2016; RSPO, 2020).



IMPACT AREA 1: CHILD PROTECTION

- Various child abuse risks (incl. physical, sexual, psychological abuse, and neglect) in agricultural settings may hinder children from enjoying their rights.
- Lack of legal identity, i.e. birth certificates amongst migrant children leads to limited or no access to education and healthcare and increases the likelihood of child labour.



IMPACT AREA 2: CHILD LABOUR AND YOUNG WORKERS

- The thin line between ‘child workers’ and ‘child assisting parents’ may lead to child labour situations. Companies lack practical guidelines to address child labour and support young workers.
- Companies’ rigid and solely compliance-driven child labour approach fails to address challenges related to children involved in the agriculture sector.
- Multiple factors contribute to the occurrence of child labour, including lack of birth certificates and childcare, parents under pressure to meet daily targets, etc.
- Children of migrants are most vulnerable to child labour and exploitation.



IMPACT AREA 3: EDUCATION

- Poor access to quality education in rural areas may fuel child labour cases.
- Schooling could be disrupted for children of seasonal migrant workers.



IMPACT AREA 4: MATERNITY PROTECTION AND BREASTFEEDING

- Under-exercised maternity rights and exclusion of whole groups from maternity protection may harm pregnant workers and their babies.
- Exposure to hazardous work.
- High turn-over rates as a result of mothers being unable to return to work after giving birth.
- Inability to breastfeed over the long-term.



IMPACT AREA 5: CHILDCARE

- Childcare in many places, particularly the less or least developed areas, remains less accessible. Cost represents a major barrier for accessing childcare.
- Lack of quality childcare may contribute to child labour.
- Little knowledge and guidance on how to provide quality childcare support. Poorly designed childcare programmes may affect caregivers more negatively.
- Absence of childcare support is a barrier for women to enter the workforce.



IMPACT AREA 6: HEALTH AND NUTRITION

- Negative impact on children’s and workers’ health and high risk of accidents.
- Children risk being exposed to chemicals.
- Children of palm oil workers have precarious access to healthcare services.
- Food insecurity can lead to poor health of children.



IMPACT AREA 7: WATER, SANITATION AND HYGIENE (WASH) AND HOUSING CONDITIONS

- WASH risks at worksites, including lack of access to clean water.
- Company-provided housing facilities are poorly maintained or have inadequate WASH access and standards.
- Casual workers have less access to housing.

3.2 Have an effective supply chain management system that allows the company to cascade RSPO standards through the supply chain

Typically, in the agriculture setting, child rights violations are difficult to uncover as they occur more often further upstream of the supply chain and where informal contracting of labour and services is used. Investing in an effective supply chain management system to assess and monitor the company's supply chain including subcontractors and sub-suppliers, is an essential first step to understand where and how children might be negatively impacted by the palm oil industry.

Below are some recommended steps to ensure a transparent supply chain with regards to protecting children's rights:

Step 1	Step 2	Step 3	Step 4	Step 5
Detailed and continued mapping of stakeholders along the supply chain	Continuous efforts to understand, assess and monitor the situation of children affected by the palm oil supply chain	Determine actions that need to be taken to overcome actual and potential risks and impacts to children in the company's supply chain	Monitor and report based on outcomes metrics (see Chapter 4)	Ensure the delivery of accountable, clear, and accessible reports

The further downstream a company is, the harder it is to control and monitor all layers of the supply chain. Companies can however, work with their direct suppliers to ensure that they in turn promote the rights of children to their suppliers in the next tier, and thus create a functioning cascading system through to the farm level.

A company can use its leverage and request direct suppliers to commit to respecting children's rights⁵ in accordance with RSPO standards, including:

- Commitment to promote children's rights within the direct supplier's organisational structure, i.e. communicate and develop the necessary systems, procedures, and competencies to apply the values and principles of RSPO standards with regards to children's rights. This may include:
 - Senior management supported and approved policies, procedures, systems, and activities that embed the RSPO standards related to children's rights.
 - Ensure the involvement of key department staff, such as staff who work in areas related to human resources, production, compliance, sustainability, supply chain management, legal and communications.
 - Carry out regular training for different personnel within the organisational structure.
- Commitment by direct suppliers to promote children's rights within their supply chains, i.e. a direct supplier may start cascading the RSPO standards with regards to children's rights up to the plantation/farm level, which may include:
 - Engaging with senior management of business partners/suppliers to obtain a minimum level of buy-in.
 - Providing capacity building to increase awareness and to sensitise the upstream supply chain business partners on children's rights risks and impacts, and RSPO standards.

⁵ For a complete list of criteria of RSPO P&C that have direct and indirect links to children's rights, please refer to the RSPO Child Rights Guidance for Palm Oil Producer.



Photo: © UNICEF/UN0247953/Noorani

3.3 Link the company's expectations on labour and environmental standards to business decisions

As buyers, companies have significant leverage by selecting and deciding on the suppliers they want to work with. By preferring suppliers that strive to implement the RSPO standards and make it their business practice to support and respect children's rights, companies can help to push the industry in the right direction. Concretely, companies can achieve this by:

- Working closely with sourcing and purchasing teams and including child rights outcome metrics (Chapter 4) in monitoring and auditing processes to ensure that children's rights are protected in the company's business operation.
- Requesting suppliers to report on child rights outcomes (see metrics in Chapter 4) and using the information when selecting suppliers to enter into long-term business relationships.

3.4 Continuously consider the impact of the palm oil production on the most vulnerable workers and their families

Very often in practice, good policies and programmes are only applicable to certain groups of workers, which may exclude the most vulnerable. It is important that within the policies, processes, and programmes in place, companies pay specific attention to the most vulnerable groups and ensure that they too can benefit from the positive outcomes of the company's supportive measures. This means that companies should:

- Pay attention to the lowest paid jobs within the supply chain.
- Consider the working conditions of vulnerable groups, including migrant workers, undocumented workers, casual and subcontracted workers, young workers, workers from ethnic minorities, workers with disabilities, etc.
- Ensure access to decent work opportunities for all workers and pay particular attention to young workers, parent workers, pregnant workers, and migrant workers.

3.5 Say NO to child labour, including the worst forms of child labour, and take proactive measures to combat child labour in the palm oil sector, including to adopt effective child labour prevention and remediation systems

The ILO defines “child labour”⁶ as work that “deprives children of their childhood, their potential, and their dignity, and that is harmful to physical and mental development”. The term applies to:

- All children under the age of 18 involved in the “worst forms of child labour”⁷ (as per ILO Convention No. 182);
- All children under the age of 12 taking part in economic activity; and
- All 12 to 14-year-olds engaged in more than light work.

Children who are of legal working age but below 18 years old are considered ‘young workers’ and may participate in non-hazardous⁸ work that is performed under adult supervision, and that does not negatively impact the child’s health, safety, personal development and education. The minimum age for work varies in different countries. The table below provides information on the defined age limits in key producing countries.

TABLE 2: WORKING AGE IN THE TOP 5 PALM OIL PRODUCING COUNTRIES

	Minimum working age Full-time work. Age should not be below the age for finishing compulsory schooling	Light Work Work that will not threaten health and safety or hinder education or vocational training	Hazardous Work Work that is likely to jeopardise children’s physical, mental or moral, health and safety
ILO C138	15 (developing countries have the option of setting a minimum age of 14)	13	18 (16 under strict conditions)
Indonesia	15	13	18
Malaysia	15	Below 15 ⁹	18
Thailand	15	12	18
Colombia	17 ¹⁰	15	18
Nigeria	15	12	18

⁶ This is also the definition adopted in the 2018 RSPO P&C.

⁷ ILO Convention No. 182 defines the “worst forms of child labour” as i) all forms of slavery such as trafficking, forced labour, forced recruitment into armed conflict ii) prostitution and pornography iii) illicit activities production and trafficking of drugs iv) hazardous work

⁸ ILO defines “hazardous work by children” as “work which is likely to jeopardise children’s physical, mental or moral health, safety or morals should not be done by anyone under the age of 18”. ILO’s Worst Forms of Child Labour Recommendation, 1999 (No. 190) gives some indication as to what work should be prohibited: 1) Work that exposes children to physical, emotional or sexual abuse; work underground, underwater, at dangerous heights or in confined spaces; 2) Work with dangerous machinery, equipment and tools, or that involves the manual handling or transport of heavy loads; 3) Work in an unhealthy environment, which may, for example, expose children to hazardous substances, agents or processes or to temperatures, noise levels, or vibrations damaging to their health; 4) Work under particularly difficult conditions such as work for long hours or during the night or work that does not allow for the possibility of returning home each day.

⁹ Malaysian laws specify the types of light work that are permitted to be undertaken by a child below the age of 15 years. Work that falls outside of the specifications is strictly prohibited.

¹⁰ In Colombia, the minimum age for admission to work is 15 years old. However, only adolescents over 17 years old may work full time (8 hours a day and 40 hours a week and maximum until 8 pm), while adolescents over 15 and under 17 years old are only allowed to work 6 hours a day and 30 hours a week and maximum until 6 pm.

The RSPO standard clearly prohibits any form of child labour and requires that young workers are not exposed to any hazardous work. The key elements for a good child labour policy and implementation are described below¹¹.

1. CHILD LABOUR PREVENTION

 <p>Clearly state the minimum age for general work and hazardous work in the company’s hiring policy and job announcements</p>	 <p>Hiring procedures and processes must include a robust age verification mechanism, which includes checking ID documents and in-person interviews</p>	 <p>Note that medical examinations are not an appropriate means of verifying age</p>
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2. CREATE A NON-DISCRIMINATORY BUT PROTECTIVE WORKPLACE FOR YOUNG WORKERS



A ‘young worker’ is defined as someone who is above the legal minimum age of employment, but under 18.

<p>Special management measures on contracting: Young workers need contracts just like adult workers, but theirs should specifically mention the extra protections applied to them</p>	<p>Make sure they are subject to strong OSH protection and never undertake hazardous work. To ensure the latter, create a system to identify hazards and assess risks for young workers</p>
 <p>Working hours: as a rule of thumb, young workers should not work overtime or nightshifts</p>	<p>Create a low-risk environment for young workers by:</p> <ol style="list-style-type: none"> 1 Identifying low-risk jobs 2 Creating a list of low-risk tasks and processes 3 Through long-term measures, reducing the risks levels of more positions to create more options for youth 4 Continuously raise awareness of management staff and young workers on how to create a safe workplace for young workers
<p>Take young workers’ needs into account when setting up the company’s onboarding and orientation training, as well as in the company’s communication</p>	

3. CHILD LABOUR REMEDIATION (AFTER IDENTIFYING CHILD LABOUR)

 <p>If child labour is found in the company’s supply chain, work together with the supplier(s) and ideally a child rights expert/organisation to seek solutions that are in the best interest of the child/children concerned</p>	 <p>When a young worker is engaged in hazardous work, the following actions should be taken:</p> <ol style="list-style-type: none"> 1 Job reallocation 2 Health check 3 Training for the young worker 	 <p>When a child below the minimum age is found working onsite, the following actions should be taken:</p> <ol style="list-style-type: none"> 1 Immediate actions, including taking the child to safe place 2 Provide a living stipend 3 Enrol him/her in a suitable educational/vocational training programme
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¹¹ The key elements are adapted from the February 2020 draft of ILO’s Supplier Guidance on Preventing, Identifying and Addressing Child Labour prepared by CCR CSR

GOOD BUSINESS PRACTICE: CHILD HOMEWORKERS IN INDIA

Established in 1998 by suppliers of sports goods, the Sports Goods Federation India (SGFI) aimed to prevent child labour and to rehabilitate child workers by providing education and facilitating change in community and family attitudes. The initiative received 0.25 percent of export turnover from suppliers and managed to reach over 3,000 homeworker families. International collaborators like FIFA Marketing responded by changing its licensing rules to only permit suppliers who are members of SGFI to supply footballs.

Source: ETI Homeworkers Guidelines as cited by ILO, 2013

3.6 Have fair pricing and purchasing practices that allow workers to be paid a decent living wage and do not require children to get involved in palm oil production or other work

Companies should consider how pricing and purchasing strategies impact supplier practices upstream of the supply chain. The prices should reflect the higher production costs that suppliers sometimes incur in order to invest in responsible production practices. Do consider whether the prices that are set enable direct and indirect suppliers to pay a decent living wage (DLW) to their workers.

Paying DLW to workers is a very important preventative measure of child labour as poverty and economic insufficiency are among the main drivers of child labour. Children from poor families or poor regions are more often found working during their childhood (ILO, 2002). The box below explains how insufficient wages may fuel child labour cases and unnecessary child work:

HOW PARENTS' LOW WAGES MAY AFFECT CHILDREN NEGATIVELY

- Parents whose wages cannot cover the basic needs of the family, including single headed households or single income households, are more likely to rely on their children's income to support the family (ILO, 2002). Consequently, children are more likely to get involved in work at an early age, including hazardous work.
- Parents with low income are less able to afford childcare support, which may force them to work longer hours to earn enough money (IFC, 2018; Lee, Salzwedel, Chyou, & Liebman, 2017). To maintain a balance between their work and family obligations, they may bring their children to their worksites, which can further expose the children to hazards or get their children into work.
- Parents with low wages are less likely to afford balanced and nutritious meals, which may lead to poor health and nutrition of their children.
- Parents may not be able to send all their children to school and/or fulfil schooling needs e.g. fees, uniform, books, stationery, etc. In turn, many children will drop out of school.
- Parent workers who are paid under the piece-rate system may be driven to get their children to assist them in meeting their quotas (Earthworm, 2018). This is exacerbated when the quotas are unrealistic or when faced with external pressures e.g. difficult harvesting circumstances, insufficient harvest, etc., that make it harder for workers to reach their quotas or their average level of income.
- Many women (e.g. casual workers, migrant workers, subcontracted workers) in the palm oil sector lack access to full maternity benefits such as paid maternity leave (UNICEF, 2016). Thus, pregnant women usually continue to work until their due date and resume their work as soon as possible after giving birth. This can negatively impact the well-being of the mother as well as the breastfeeding and childcare of her newborn.

It is therefore advised that companies carefully consider the pricing strategies adopted by the business and also the wage structure applied by direct and indirect suppliers to pay their workers. To have a fair and effective wage system throughout the supply chain, companies should consider the following:

- Adopt a wage system that responds to different workloads, workflows (peak vs. low seasons) and value created by workers.
- Regardless of the specific wage system adopted, make sure that the wage rate:
 - is not lower than the applicable minimum wage determined by the government in the respective country.
 - allows all workers and their families to have a decent standard of living.

By having a clear understanding of the wage systems in the supply chain, companies can ensure that the pricing and purchasing practices will not result in underpaid workers where they are pressured to get their whole family involved in the work, including their children.



Photo: © RSPO, Jonathan Perugia

3.7 Ensure that workers and families have a voice and that it contributes to business' decision-making processes

As previously introduced, children's rights can be notably affected by business activities. As both the stakeholders and underrepresented vulnerable groups, child workers, parent workers and their families directly or indirectly affected by business are often unseen or lack a strong voice. Children and their families remain insufficiently consulted in business activities. Listening to children and the workforce in general can make the business more child and family-friendly, which in return makes it more competitive, successful, and sustainable. Therefore, actions should be taken to get workers heard and their needs properly addressed in business operations and decision-making processes.

There are two types of channels for workers to make their voices heard and both are paramount for businesses:

- Effective grievance mechanism: such channels allow workers to voice their concerns and dissatisfaction confidentially and honestly without fear of retaliation, such as dismissal, wage cut,

demotion or isolation. Access can be facilitated by providing a suggestion box, anonymous hotline number for grievance reporting, regular meetings with the representatives of workers' unions/associations, among other things.

- Participative management and effective stakeholder engagement: such channels constitute part of a company's participative management and allows employees to take part in the company's decision-making process. Companies should ensure that stakeholder consultation processes consider the rights of the child and, where relevant, consult directly with children. For example, companies can engage workers and their families, especially their children, in an interview or focus group discussion when carrying out programmes that can affect children, e.g. child rights risks and impacts assessment, audit, preparation of workers' housing construction, etc. Regular stakeholder engagement, such as that with the labour union, is encouraged.

GOOD BUSINESS PRACTICE: IKEA'S EFFORT TO IDENTIFY CHILD RIGHTS RISKS AND IMPACTS

In 2019, IKEA worked with CCR CSR to conduct a rapid child rights assessment to identify and understand the key risks to children within their rattan supply chain in Indonesia and Vietnam. The assessment heavily involved parent workers, farmers, and their children. A total of 63 parents and 88 children participated in interviews and focus group discussions. The assessment findings informed IKEA on which key stakeholders should be included in childrights training, identified the potential community collaboration that may strengthen IKEA's child labour prevention mechanism, and provided the basis to develop IKEA's Guidelines for Child Rights Protection and Promotion in Raw Material Sites in the Category of Natural Fibres.

Source: CCR CSR; IKEA Sustainability Report FY19, 2020

3.8 Go beyond a compliance mindset and try to be more supportive towards children, young workers, parent workers and their families

Being socially responsible very often requires companies to go beyond the compliance mindset, as legal compliance alone does not fully address the root causes of complex problems like child labour. It means, companies should shift from the mere "do-no-harm" mindset to a "do-more-good" one. For instance, to prevent and gradually eliminate child labour, a company's sole prohibition of child labour recruitment can be insufficient. Instead, a socially responsible business should investigate the broader context and help to address deeper social and economic causes of the child labour by investing in family friendly programmes, childcare support¹², youth development, etc. (see examples¹³ of good practices in the boxes below). The "do-more-good" approach does not prevent companies from strengthening the existing "do-no-harm" efforts. For instance, companies can create and apply stronger child protection systems to ensure all business activities minimise their negative impact and maximise positive impact on children.

'Child safeguarding' refers to actions that companies take to address how their business operations and work practices impact children's welfare (UNICEF, 2018). Child protection is an essential part of safeguarding if there is a concern that a child is being abused or their safety is compromised (UNICEF, 2018). Companies should commit to child safeguarding as a key priority when designing and implementing

¹² For more information on the key elements to successfully implement childcare support and also more examples of good business practices, please refer to UNICEF's Family-Friendly Policies Handbook for Business (UNICEF, 2020a). In addition, for more information on family-friendly policy in the midst of COVID-19, companies can refer to UNICEF's guidance for employers (UNICEF, 2020b).

¹³ For more information, please refer to the RSPO Child Rights Guidance for Palm Oil Producers.

policies and programmes targeting children. Developing a child safeguarding policy¹⁴ is one way to do that. A child safeguarding policy should not only refer to safeguarding against abuses by employees and business partners, but it should also ensure that children’s rights are protected throughout the business value chain, including:

- Protecting children from maltreatment, particularly from all forms of abuse, including physical, sexual psychological abuse, and neglect.
- Protecting children who are harmed or at-risk to be harmed.
- Ensuring children can receive safe and supportive care to support their growth, health, and overall development.



Photo: © RSPO, Jonathan Perugia

GOOD BUSINESS PRACTICE: MAS HOLDING REDUCING ABSENTEEISM AND TURNOVER THROUGH CHILDCARE

MAS Holdings, an apparel manufacturer which has 10 childcare facilities around the world—eight of which are in Sri Lanka—saw reduced volatility in attendance and turnover after introducing childcare benefits. The company recorded an increase in the number of women workers and a reduction in absenteeism due to sick leave by 9 percent within the first nine months of the introduction of an on-site day-care centre, nursing care, breastfeeding room, and safe transport at its MAS Kreeda Al Safi-Madaba factory. The factory is in a remote rural area in Jordan characterised by low socioeconomic development and poor participation of women in the workforce.

Source: IFC, 2017 and 2018a

¹⁴ To learn more about child safeguarding, please refer to UNICEF’s Child Safeguarding Toolkit for Business (2018).

**GOOD BUSINESS PRACTICE:
CHILD FRIENDLY SPACE (CFS) PROGRAMME**

The Center for Child Rights and Corporate Social Responsibility (CCR CSR) has developed a Child Friendly Space (CFS) programme, which is a factory-based facility that provides a safe environment for children while their parents are at work. It allows children to play, learn and develop social skills through interactions with teachers and their peers. CFS responds to an urgent need to provide childcare when children are out of school and can be set up as an after-school facility or full-day centre that is open during school holidays. In 2019, CCR CSR opened 32 new CFS in China for 11 brands and partners. Since the programme piloted in 2015, 77 factories in total have joined the programme. The impact assessment consistently shows positive impact on the relationship between workers and managers as well as children and their parents. Furthermore, the CFS programmes also increased parent workers' efficiency at work and contributed to positive branding for the companies. CCR CSR is currently developing a mobile CFS programme to provide childcare access to workers from more vulnerable groups in the agriculture and plantation sectors.

Source: CCR CSR, 2020

4. BUYER-LEVEL METRICS

To ensure thorough protection of child rights, it is advised to have child rights standards and training in place, to track and review the progress of integrating child rights into the company’s business practices, while also monitoring the outcomes of child rights policies and programmes. It is also important to engage in advocacy efforts whether through industry platforms that promote public policy improvement or through engagement in government-initiated programmes. For further guidance, please refer to the Process Metrics (Table 3) and Outcomes Metrics (Table 4) provided below.

4.1 Process Metrics

The buyer-level process metrics below focuses on processes and management systems for companies in the palm oil sector to assess their efforts to adequately manage child rights risks in their supply chain.

TABLE 3: PROCESS METRICS (adapted from UNICEF 2019a)

BUYER-LEVEL PROCESS METRICS		
1 Strong policy that commits to uphold child rights	2 Assessment, reporting and monitoring of child rights risks and impacts	3 Stakeholder engagement
<p>1.1 Cover the most vulnerable</p> <ul style="list-style-type: none"> The company’s policy considers the impacts and risks to the most vulnerable groups in its supply chain, such as migrant workers, minorities, casual/temporary workers, and smallholders. The company’s policy covers protective or supportive measures for children of the most vulnerable groups. 	<p>2.1 Continued mapping of the supply chain</p> <ul style="list-style-type: none"> All business activities and suppliers at every stage of the supply chain has been identified. The company collects relevant information from all direct and indirect suppliers on how they manage their child rights risks and impacts, e.g. child labour, children’s access to education, childcare, etc. 	<p>3.1 Capacity building</p> <ul style="list-style-type: none"> Capacity building programmes that cover all direct and indirect suppliers have been carried out. The company conducts or supports awareness raising programmes on child rights in the communities who live in or near the premises of its palm oil supply chain.
<p>1.2 Ensure internal buy-in and stakeholder engagement</p> <ul style="list-style-type: none"> Child rights policies are approved by the company’s senior management who are accountable for improving performance on sustainability and human rights. Dedicated staff has been assigned to be responsible for child rights monitoring and implementation, including in the company’s palm oil supply chain. The policy has been consulted with the relevant business partners, e.g. refineries, mills, 	<p>2.2 Carry out assessments to understand how the company affects the situation of children along the supply chain</p> <ul style="list-style-type: none"> The assessment covers the broader child rights impact areas such as child labour and young workers, child protection, access to education, maternity protection and breastfeeding, childcare, health and nutrition, and water, sanitation, and hygiene (WASH). The company’s child rights impact assessment covers its supply chain, right up to the oil 	<p>3.2 Joint efforts with other peer companies/stakeholders</p> <ul style="list-style-type: none"> The company participates in or supports industry initiatives to scale up positive impacts on children. The company engages in or supports collaborative programmes with local governments, civil society organisations, and/or local communities that address challenges faced by palm oil workers, which may directly or indirectly affect child rights.

<p>plantations, smallholders supplying to the company.</p> <ul style="list-style-type: none"> The company consults with relevant children’s and labour rights experts and organisations, when developing child rights policies and standards. 	<p>palm plantation/farm level. The assessment is not a one-off activity and is periodically updated, covering all stages of its palm oil supply chain.</p>	
<p>1.3 Include a clear and effective system to prevent and remediate child labour</p> <ul style="list-style-type: none"> The company has or supports prevention and remediation processes to address instances of child labour in your supply chain. The company takes steps to improve pricing and purchasing practices to avoid negative consequences on working conditions (that can lead to child labour) including for working parents and young workers. 	<p>2.3 Determine company leverage to address child rights gaps</p> <ul style="list-style-type: none"> The company understands its capacity and ability to influence and promote improvements at the different levels of its supply chain and has adapted supplier engagement strategies and approaches accordingly. 	<p>3.3 Support government’s child-related programmes</p> <ul style="list-style-type: none"> The company engages in activities that support local government efforts to protect and fulfil child rights, including the rights of working parents.
<p>1.4 Ensure the alignment of child rights policy with other existing policies</p> <ul style="list-style-type: none"> The company checks if the newly developed child rights policy is aligned with other existing policies and addresses any contradicting clauses to ensure consistency in the protection of child rights. The company aligns its child right policies with supplier management processes, such as supplier code of conduct, supplier due diligence and supplier onboarding. 	<p>2.4 Monitor the outcomes of child rights across the supply chain</p> <ul style="list-style-type: none"> The company tracks its efforts in promoting and protecting child rights, and periodically reviews the progress (see the Outcomes Metrics). The company monitors child rights outcomes (see the Outcomes Metrics) of efforts by direct and indirect suppliers (including at the oil palm plantation/farm level). 	<p>3.4 Stakeholder engagement and grievance mechanisms</p> <ul style="list-style-type: none"> The company has or supports effective grievance mechanisms that cover child rights concerns in its supply chain. The company has or supports meaningful stakeholder engagement mechanisms/platforms for obtaining feedback from suppliers, workers, and other affected stakeholders on its responsible sourcing approaches.
<p>1.5 Communicate the commitment</p> <ul style="list-style-type: none"> Inform all staff, direct suppliers, and indirect suppliers, e.g. refineries, mills, plantations, smallholders, and contractors, of the relevant policy, and encourage the direct and indirect suppliers to communicate the policy to their workers. The company’s policy commitments on child rights have been made publicly available. 	<p>2.5 Report outcomes and publicly disclose company’s supply chain</p> <ul style="list-style-type: none"> The company reports on the outcomes (see Outcomes Metrics) of efforts in promoting and protecting child rights in its own operations and supply chain. List of suppliers (direct and indirect) has been publicly disclosed. 	

- The company's policies have been communicated to all staff, suppliers, and other stakeholders.
- The company includes child rights training for staff in internal functions, e.g. compliance and sustainability, business development, procurement, human resource, etc.



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4.2 Outcomes Metrics

The following metrics can be used to assess the state of child rights outcomes at the mill and plantation level, so that buyer companies can assess whether their supplier programmes have achieved the intended outcomes for improving child rights impacts in their supply chain.

TABLE 4: OUTCOMES METRICS (adapted from UNICEF, 2019a; WHO, 2019; WBCSD, 2020a and 2020b)

IMPACT AREAS	DESCRIPTION	METRICS	RELEVANT INDICATORS IN RSPO P&C 2018
1. CHILD PROTECTION	 <p>Child protection refers to preventing and responding to violence, exploitation, and abuse against children, including commercial sexual exploitation, trafficking, child labour and other harmful practices, such as sexual harassment. A palm oil company may engage in an activity or in a position that involves contact with children directly or affect children indirectly. For instance, there are incidences suggesting that some children living in the palm oil communities are subject to sexual exploitation and many of them are undocumented as they have limited or no access to birth registration.</p>	<ul style="list-style-type: none"> • Existence of child safeguarding policies and monitoring systems to protect children from any harms. • Provision of child rights risks assessment conducted throughout different stages of supply chain. • Percentage of workers' children with birth certificates. • Percentage of workers who have received parenting training with focus on child protection issues. • Number of reports on child rights violations segregated by type of violations, e.g. trafficking, forced labour, physical abuse, witnessing domestic violence, etc. 	<p>4.1 The unit of certification respects human rights, which includes respecting the rights of Human Rights Defenders (Indicator 4.1.1 (C) and 4.1.2).</p> <p>4.2 There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties (Indicator 4.2.1 (C), 4.2.2, 4.2.3, and 4.2.4).</p> <p>6.4 Children are not employed or exploited (Indicator 6.4.1 and 6.4.4).</p> <p>6.5 There is no harassment or abuse in the workplace, and reproductive rights are protected (Indicator 6.5.1 (C), 6.5.2 (C), and 6.5.4).</p> <p>6.6 No forms of forced or trafficked labour are used (Indicator 6.6.1 (C) and 6.6.2 (C)).</p>



Child labour refers to work that deprives children (any person under the age of 18) of their childhood, their potential, and their dignity, and that is harmful to their physical and/or mental development. Child labour cases have been reported in various palm oil producing countries, e.g. Indonesia, Malaysia, Ecuador, Myanmar, where children are usually found picking up loose palm fruits to help their parents meet the daily target.

However, adolescents' participation (above minimum working age but below 18 years old) in non-hazardous work that does not violate the child's rights, and does not negatively impact the child's health, safety, personal development, education, right to play and performed under the supervision of an adult, is allowed and generally regarded as something positive. Permitting and encouraging those who have reached minimum working age, particularly those who are out-of-school and out-of-employment, to conduct non-hazardous work, is one way to prevent child labour in the palm oil sector.

- Existence of child labour monitoring and remediation policy and processes.
- Existence of age verification mechanism
- Number of child labour incidents identified and remediated.
- Percentage of child labour incidents involving migrant versus non-migrant children.
- Percentage of young workers (above legal minimum age and below 18).
- Entitlement to health and safety protections for adolescent workers (e.g. non-hazardous tasks).
- Existence of measures to prevent sexual harassment of adolescent workers.
- Percentage of adolescent workers receiving training and skills development.

- 2.2 All contractors providing operational services and supplying labour, and Fresh Fruit Bunches (FFB) suppliers, comply with legal requirements. (Indicator 2.2.3)
- 3.5 A system for managing human resources is in place. (Indicator 3.5.1 and 3.5.2)
- 3.6 An occupational health and safety (H&S) plan is documented, effectively communicated and implemented. (Indicator 3.6.1 (C) and 3.6.2 (C))
- 3.7 All staff, workers, scheme smallholders, outgrowers and contract workers are appropriately trained. (Indicator 3.7.1 (C))
- 4.1 The unit of certification respects human rights, which includes respecting the rights of Human Rights Defenders. (Indicator 4.1.1 (C) and 4.1.2)
- 4.2 There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties. (Indicator 4.2.1 (C), 4.2.2, 4.2.3, and 4.2.4)
- 5.2 The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains (Indicator 5.2.2 and 5.2.5)
- 6.1 Any form of discrimination is prohibited. (Indicator 6.1.1 (C), 6.1.3, and 6.1.6)
- 6.2 Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide a decent living wage. (Indicator 6.2.1 (C), 6.2.2 (C), 6.2.3 (C), 6.2.6, and 6.2.7)
- 6.4 Children are not employed or exploited (Indicator 6.4.1, 6.4.2 (C), 6.4.3 (C), and 6.4.4).
- 6.5 There is no harassment or abuse in the workplace, and reproductive rights are protected (Indicator 6.5.4).
- 6.6 No forms of forced or trafficked labour are used (Indicator 6.6.1 (C) and 6.6.2 (C)).
- 6.7 The unit of certification ensures that the working environment under its control is safe and without undue risk to health. (Indicator 6.7.1 (C), 6.7.2, 6.7.3 (C), 6.7.4, and 6.7.5).
- 7.2 Pesticides are used in ways that do not endanger the health of workers, families, communities, or the environment. (Indicator 7.2.11 (C))



Working conditions of working parents in the palm oil sector can affect the opportunities of their children to access proper education, in addition to poor infrastructure, remote locations, and limited qualified teachers. Lack of access to education will likely lead to an increased rate of children dropping-out from schools, which will then drive incidences of child labour and contribute to other child protection problems, such as child marriage, adolescent pregnancy, and involvement in vices. In the long run, this will affect the productivity in the community.

- Provision of different education support/programmes (i.e. on-site formal school facility, subsidies, non-formal and alternative education, after-school programmes, etc.).
- Percentage of workers with children enrolled in different types of the company's education programmes.
- Percentage of workers' children enrolled in different types of the company's education programmes.
- Percentage of workers with school-aged children enrolled in primary and secondary school.
- Primary school completion rates of workers' children.
- Secondary school completion rates of workers' children.
- Access to affordable and quality education
 - Number of schools built/managed solely by company
 - Number of schools built/managed in cooperation with other companies or with government
 - Distance to school and availability of transportation
- Cost of overall school needs (e.g. schools fee, books, uniform, transportation, etc.) charged to working parents relative to their salaries.

- 4.3 The unit of certification contributes to local sustainable development as agreed by local communities (Indicator 4.3.1).
- 5.2 The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains (Indicator 5.2.2 and 5.2.5).
- 6.2 Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to ensure a decent living wage (DLW) (Indicator 6.2.4 (C) and 6.2.6).



Maternity protection refers to the protection that should be provided in particular for expecting and nursing women workers, to ensure women can successfully combine their reproductive and employment roles. However, in the palm oil sector, maternity protection is often determined by employment and immigration status, which often put temporary, informal, migrant, and/or undocumented women workers at higher risks. A lack of strong maternity protection not only affects the women and their babies negatively, it can also lead to negative consequences for the company, including higher turnover rates, an increase in workers taking sick days and generally lower productivity.

- Entitlement to special health and safety protections for pregnant and nursing mothers.
- Percentage of workers who are able to exercise maternity leave based on national/local laws.
- Percentage of workers who resume to work after maternity leave.
- Percentage of workers offered pre- and post-natal health checks.
- Percentage of entitled workers who took paid time off to attend prenatal appointments.
- Provision of nutritional advice and supplements to pregnant and nursing workers.
- Percentage of workers who are able to complete exclusive breastfeeding for the first 6 months of their baby's life.

- 3.6 An occupational health and safety (H&S) plan is documented, effectively communicated, and implemented. (Indicator 3.6.1 (C) and 3.6.2 (C)).
- 3.7 All staff, workers, scheme smallholders, outgrowers and contract workers are appropriately trained. (Indicator 3.7.1 (C))
- 4.2 There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties (Indicator 4.2.1 (C), 4.2.2, 4.2.3, and 4.2.4).
- 5.2 The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains (Indicator 5.2.1, 5.2.2, 5.2.4, and 5.2.5).
- 6.1 Any form of discrimination is prohibited (Indicator 6.1.1 (C), 6.1.2 (C), 6.1.3, 6.1.4, 6.1.5 (C), and 6.1.6).
- 6.2 Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide a decent living wage (Indicator 6.2.2 (C), 6.2.3 (C) and 6.2.5).
- 6.5 There is no harassment or abuse in the workplace, and reproductive rights are protected (Indicator 6.5.2 (C) and 6.5.3).
- 6.7 The unit of certification ensures that the working environment under its control is safe and without undue risk to health (Indicator 6.7.1 (C), 6.7.3 (C) and 6.7.4).
- 7.2 Pesticides are used in ways that do not endanger the health of workers, families, communities or the environment. (Indicator 7.2.6 (C), 7.2.10 (C), 7.2.11(C))



Childcare is essential for all children to achieve their full potential by ensuring they can grow up in safe, healthy, and nurturing environments. However, quality pre-school is rarely found in the palm oil sector and children of migrant workers are often discriminated against and are not able to access nursery service or early

- Provision of childcare support (e.g. on-site childcare facility, subsidies, emergency care, etc.).
- Percentage of workers with children of childcare-age who use employer-supported childcare facilities.
- Access to affordable and quality on-site childcare centre
 - Proportion of fees relative to workers' salaries
 - Opening hours relative to working hours

- 4.3 The unit of certification contributes to local sustainable development as agreed by local communities (Indicator 4.3.1)
- 5.2 The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains (Indicator 5.2.2, 5.2.5).
- 6.2 Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide a decent living wage (DLW) (Indicator 6.2.4 (C), 6.2.5, 6.2.6).
- 6.5 There is no harassment or abuse in the workplace, and reproductive rights are protected (Indicator 6.5.2 (C) and 6.5.3).



<p>childhood care provided by their employer. Lack of childcare can prevent women from fully and equally participating in paid work, especially since women are more likely to bear childcare responsibilities than men. Therefore, supporting childcare means supporting parent workers to work more productively.</p>	<ul style="list-style-type: none"> - Distance to home/worksite and availability of transport - Clarity and accessibility of information on childcare ● Quality of care in childcare facilities <ul style="list-style-type: none"> - Number of children per caretaker at employer-supported childcare facility Percentage of trained/qualified caregivers 	
<p>Children in the palm oil industry are directly and indirectly affected by heat, dust, toxic chemicals and heavy machines, either because they themselves work or help out on farms or plantations, or because of the health issues and/or accidents of their parents. Children of palm oil workers have limited access to healthcare services, especially if they are children of temporary and/or undocumented migrant workers.</p>	<ul style="list-style-type: none"> ● Access to affordable and quality healthcare for working parents and their children. ● Percentage of workers enrolled in employer-sponsored healthcare plans. ● Percentage of workers' children enrolled in employer-sponsored healthcare plans. ● Access to affordable and quality food <ul style="list-style-type: none"> - Proportion of food price relative to workers' salaries - Distance to food market and availability of transport ● Household minimum food consumption. ● Targeted programmes to improve children's health and nutrition status <ul style="list-style-type: none"> - Children's growth and development with a focus on stunting and wasting - Nutrition counselling and supplements for children under 5 years old - Percentage of workers' children with malnutrition 	<p>3.4 A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations (Indicator 3.4.1 (C), 3.4.2, 3.4.3 (C)).</p> <p>3.7 All staff, workers, scheme smallholders, outgrowers and contract workers are appropriately trained. (Indicator 3.7.1 (C))</p> <p>5.2 The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains (Indicator 5.2.2, 5.2.5).</p> <p>6.2 Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient in providing a decent living wage (DLW) (Indicator 6.2.2 (C), 6.2.4 (C), 6.2.5, 6.2.6).</p> <p>6.7 The unit of certification ensures that the working environment under its control is safe and without undue risk to health. (Indicator 6.7.1 (C), 6.7.2, 6.7.3(C), 6.7.4, 6.7.5).</p> <p>7.2 Pesticides are used in ways that do not endanger the health of workers, families, communities or the environment (Indicator 7.2.6 (C), 7.2.7 (C), 7.2.8, 7.2.9 (C) ,7.2.10 (C), 7.2.11(C)).</p>



Water, sanitation and hygiene (WASH) are interdependent in nature, e.g. without clean water, basic hygiene practices are not possible, or without toilets, water sources become contaminated. WASH is a particular concern for children's rights as it has significant impact on children's survival and health, access to education, and long-term development. Related to this matter, the palm oil sector has a considerable impact on the environment, e.g. surface water quality due to leaching of pesticides and agrochemical, palm oil mill effluent discharge, etc. that may affect the quality of life of workers' families and surrounding communities.

- Percentage of workers who have undergone WASH training and awareness raising in the workplace.
- Percentage of workers with access to improved sanitary toilets, handwashing facilities with soap and clean water in the worksites.
- Percentage of workers with access to improved sanitary toilets, handwashing facilities with soap and clean water at home.
- Percentage of workers with access to safe improved sources of drinking water at worksites.
- Percentage of workers with access to safe improved sources of drinking water at home.
- Access to quality WASH facilities
 - Distance to worksites from toilet/latrines
 - Distance to worksites from drinking water and/or ability to have water while working
 - Separation of men and women workers' toilet facility to ensure privacy
 - Availability of culturally appropriate cleansing materials (e.g. water, paper, etc.)
 - Handwashing facilities with soap (or other alternatives such as alcohol-based hand sanitisers) are available in the toilet, canteen, workers' housing facilities and childcare centres, health clinics where available.

- 3.4 A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations (Indicator 3.4.1 (C), 3.4.2, 3.4.3 (C)).
- 3.7 All staff, workers, scheme smallholders, outgrowers and contract workers are appropriately trained. (Indicator 3.7.1 (C)).
- 4.3 The unit of certification contributes to local sustainable development as agreed by local communities (Indicator 4.3.1).
- 5.2 The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains (Indicator 5.2.2, 5.2.4 (C), 5.2.5).
- 6.2 Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient in providing a decent living wage (DLW) (Indicator 6.2.4 (C)).
- 6.7 The unit of certification ensures that the working environment under its control is safe and without undue risk to health (Indicator 6.7.3 (C)).
- 7.2 Pesticides are used in ways that do not endanger the health of workers, families, communities or the environment (Indicator 7.2.6 (C), 7.2.7 (C), 7.2.8).
- 7.3 Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner (Indicator 7.3.1, 7.3.2, 7.3.3).
- 7.8 Practices maintain the quality and availability of surface and groundwater (Indicator 7.8.1 (C)).

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The RSPO is an international non-profit organisation formed in 2004 with the objective to promote the growth and use of sustainable palm oil products through credible global standards and engagement of stakeholders.

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